

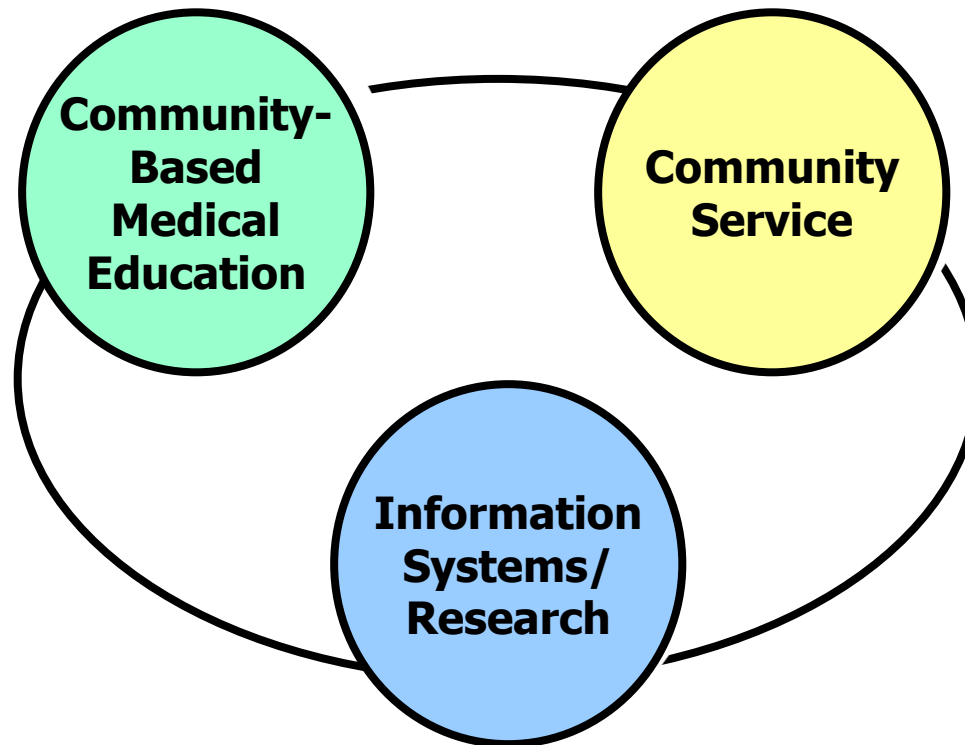
CHILDREN'S BEHAVIORAL HEALTH SYSTEM STATE BOARD: WORKFORCE OVERVIEW May 11, 2021

**OFFICE OF STATEWIDE CLINICAL
EDUCATION PROGRAMS (OSCEP)**

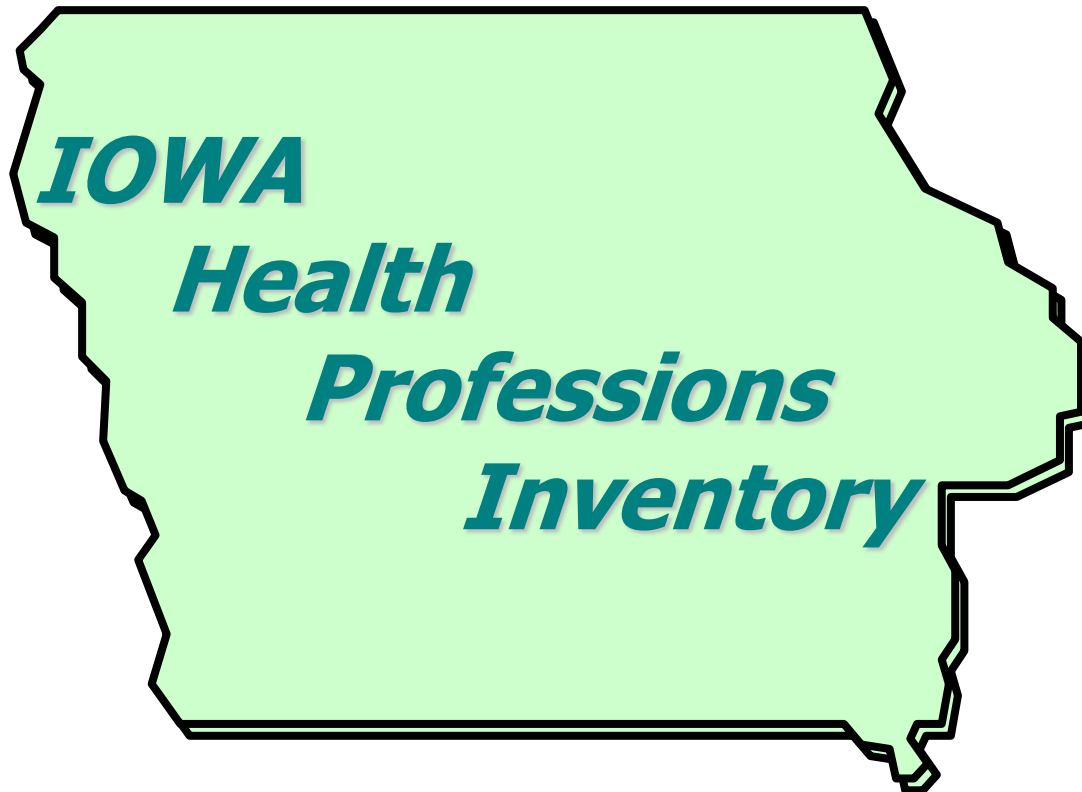
**University of Iowa
Carver College of Medicine**

Greg Nelson, RN, MA, Assistant Dean/Director
Gregory-Nelson@uiowa.edu

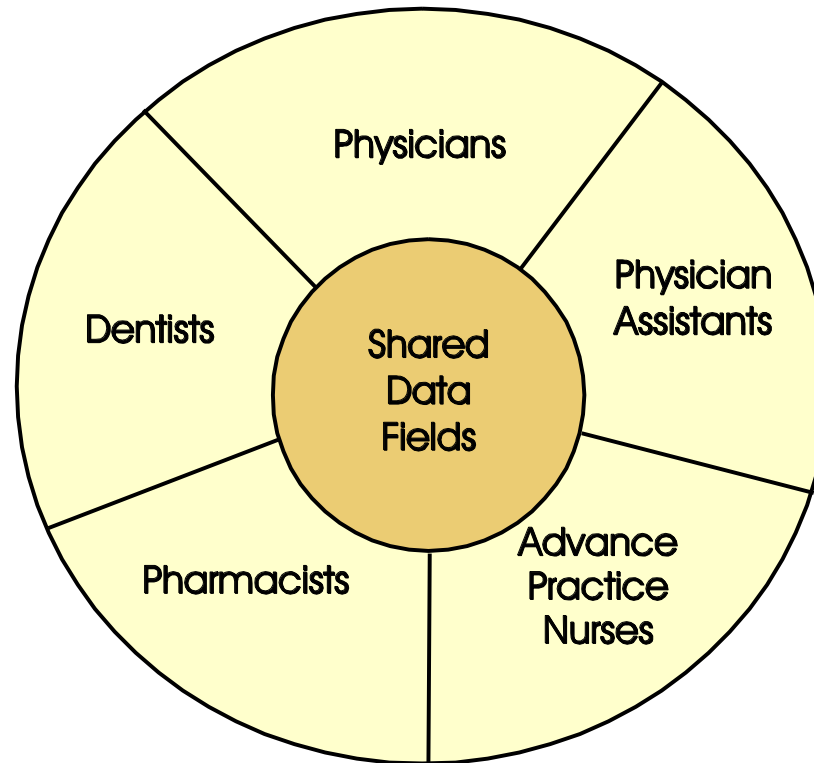
OFFICE OF STATEWIDE CLINICAL EDUCATION PROGRAMS — Divisions —



OSCEP120.



COMPONENTS OF THE IOWA HEALTH PROFESSIONS INVENTORY



Iowa Population Over 40 Years and Projections Forward

Iowa Population	1978	1988	1998	2008	2018	2025	2030	2035	2040
Rural	1,654,674	1,513,561	1,521,939	1,489,906	1,464,044	1,472,221	1,475,144	1,471,726	1,500,261
Urban	1,263,093	1,254,801	1,380,933	1,526,828	1,694,676	1,778,973	1,838,730	1,892,880	1,987,681
Total	2,917,767	2,768,362	2,902,872	3,016,734	3,158,720	3,251,194	3,313,874	3,364,606	3,487,942
Rural	57%	55%	52%	49%	46%	45%	45%	44%	43%
Urban	43%	45%	48%	51%	54%	55%	55%	56%	57%

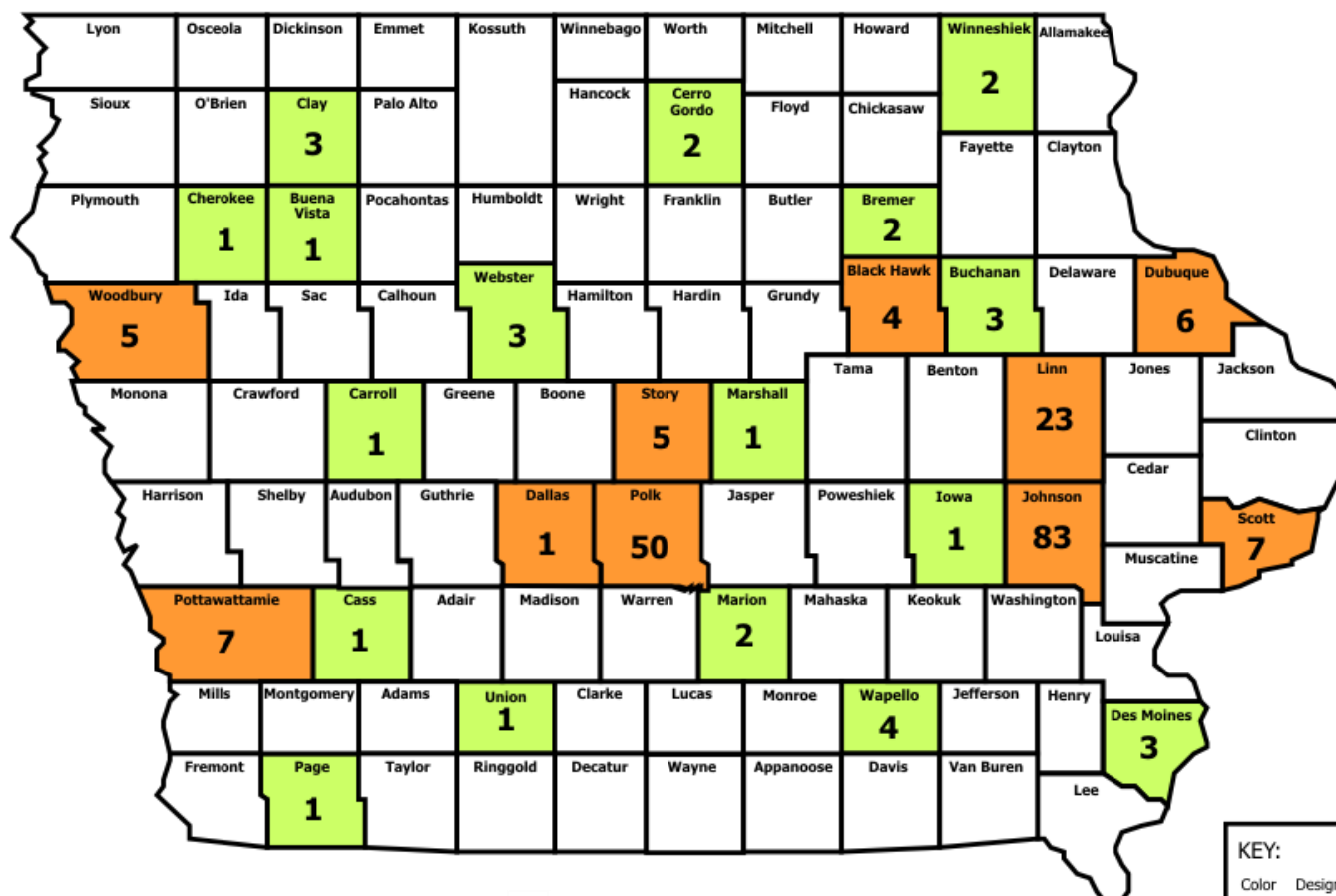
Data is from the Iowa State Data Center. Rural was determined by using Rural-Urban Continuum Codes. We classify 11 counties as urban (Woodbury, Pottawattamie, Dallas, Warren, Polk, Story, Blackhawk, Linn, Johnson, Dubuque and Scott) and the Other 88 are rural.

***Distribution of Mental Health
Professionals in Iowa
by County and Rural/Urban
Analysis
2019 Data***

GEOGRAPHIC DISTRIBUTION OF IOWA PHYSICIANS

Psychiatry (223)*

2019

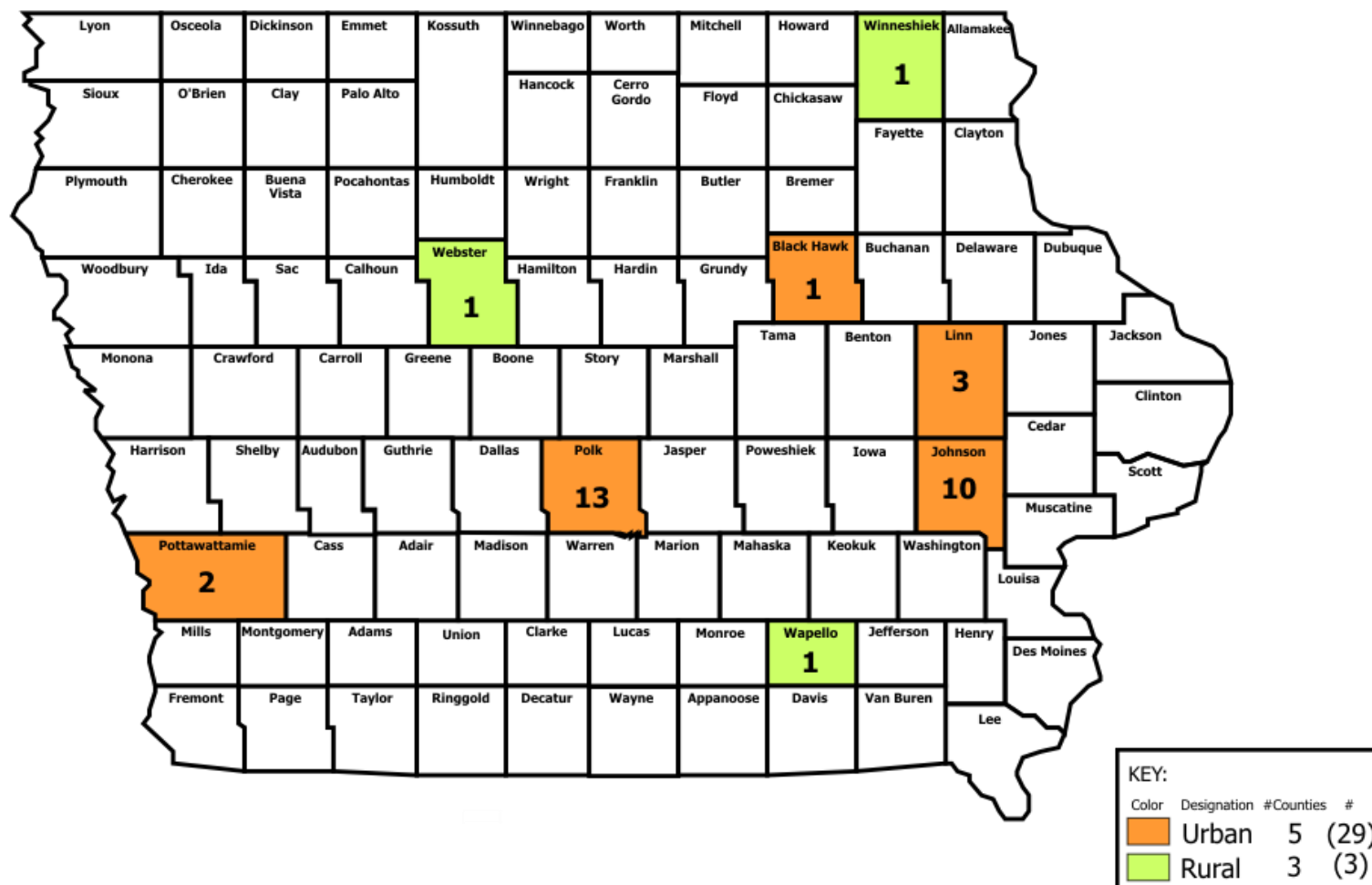


* Includes psychiatry sub-specialties & FM/Psych

GEOGRAPHIC DISTRIBUTION OF IOWA PHYSICIANS

Child Psychiatry (32)

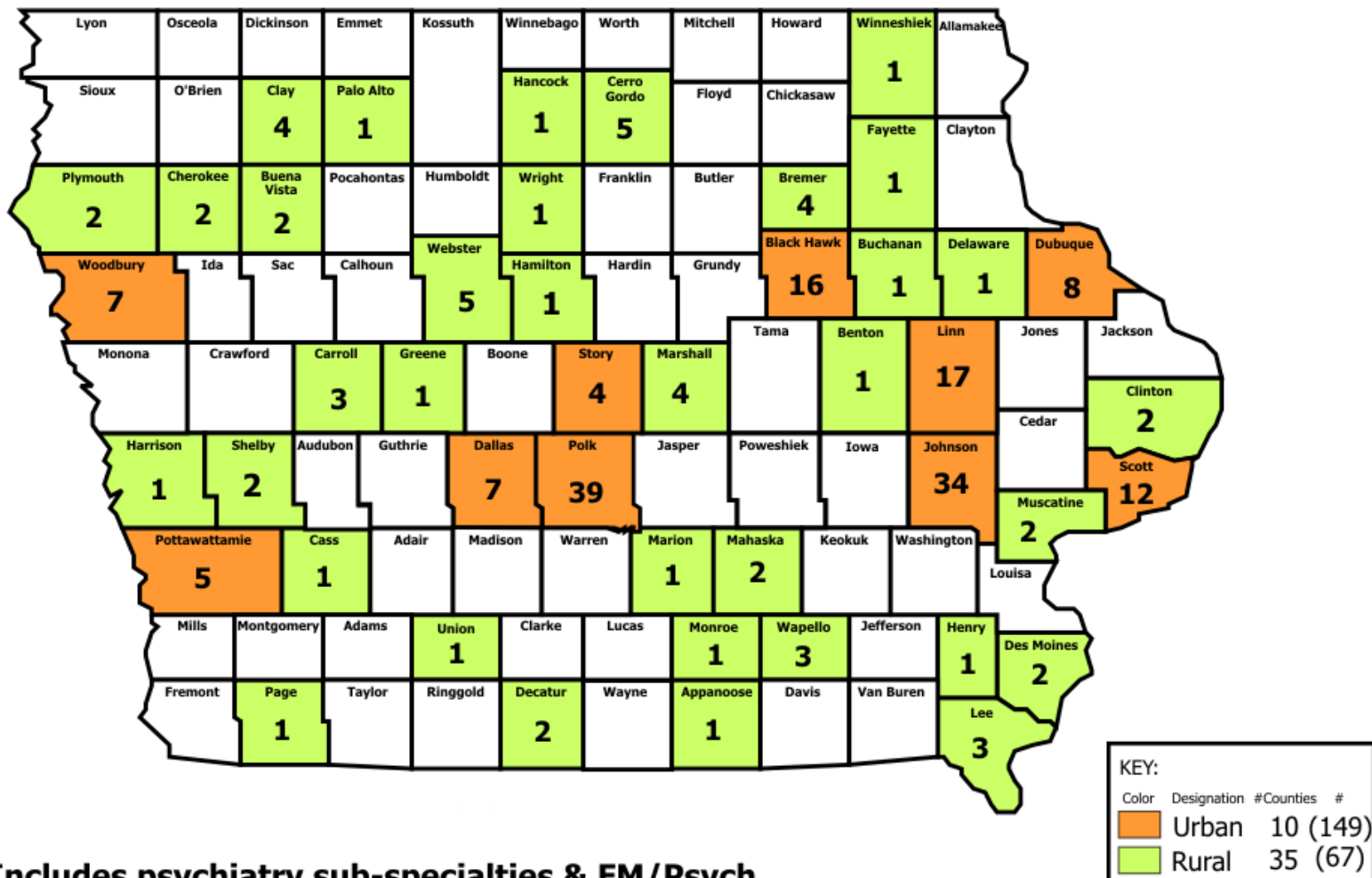
2019



GEOGRAPHIC DISTRIBUTION OF IOWA APNs

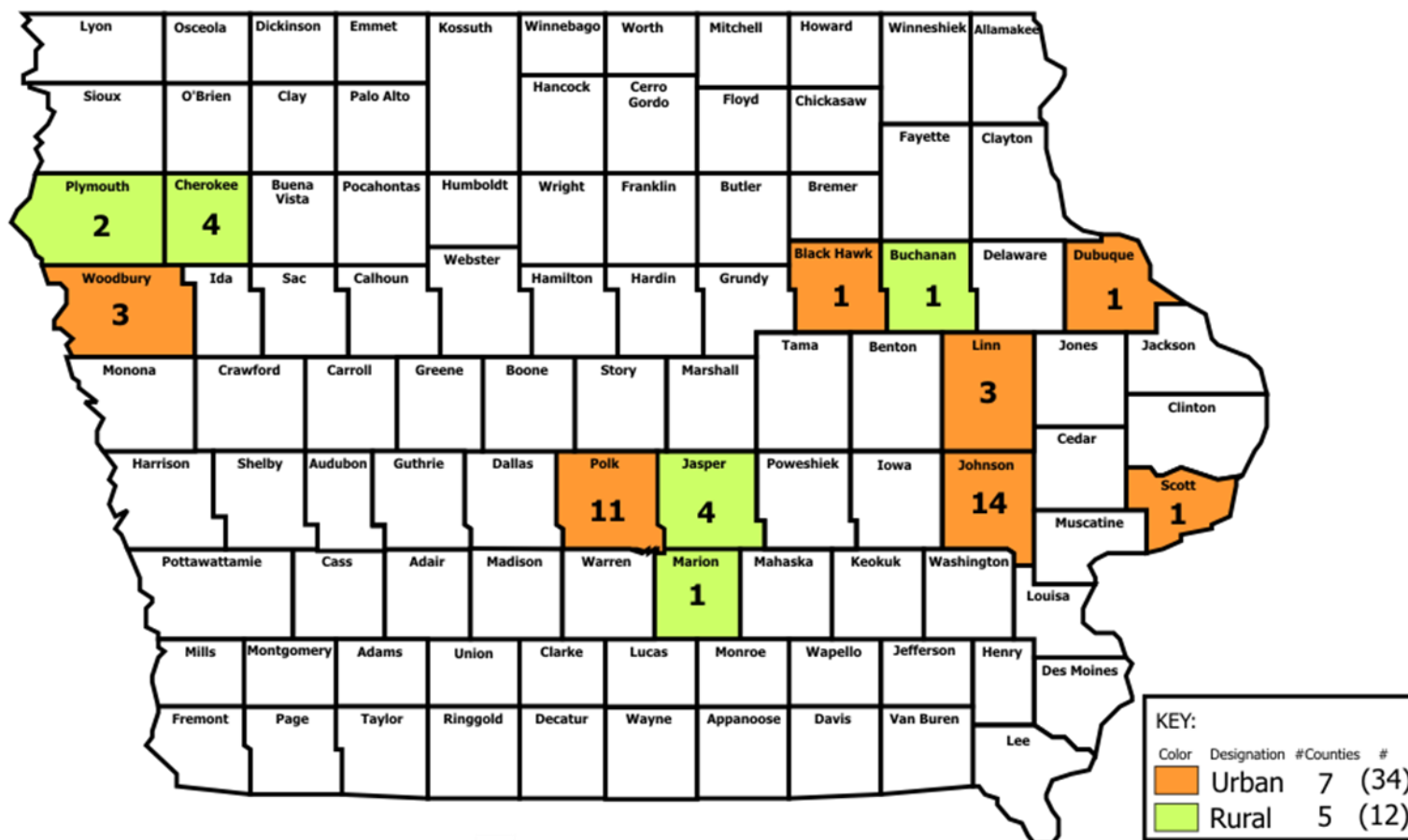
Psychiatry (216)*

2019



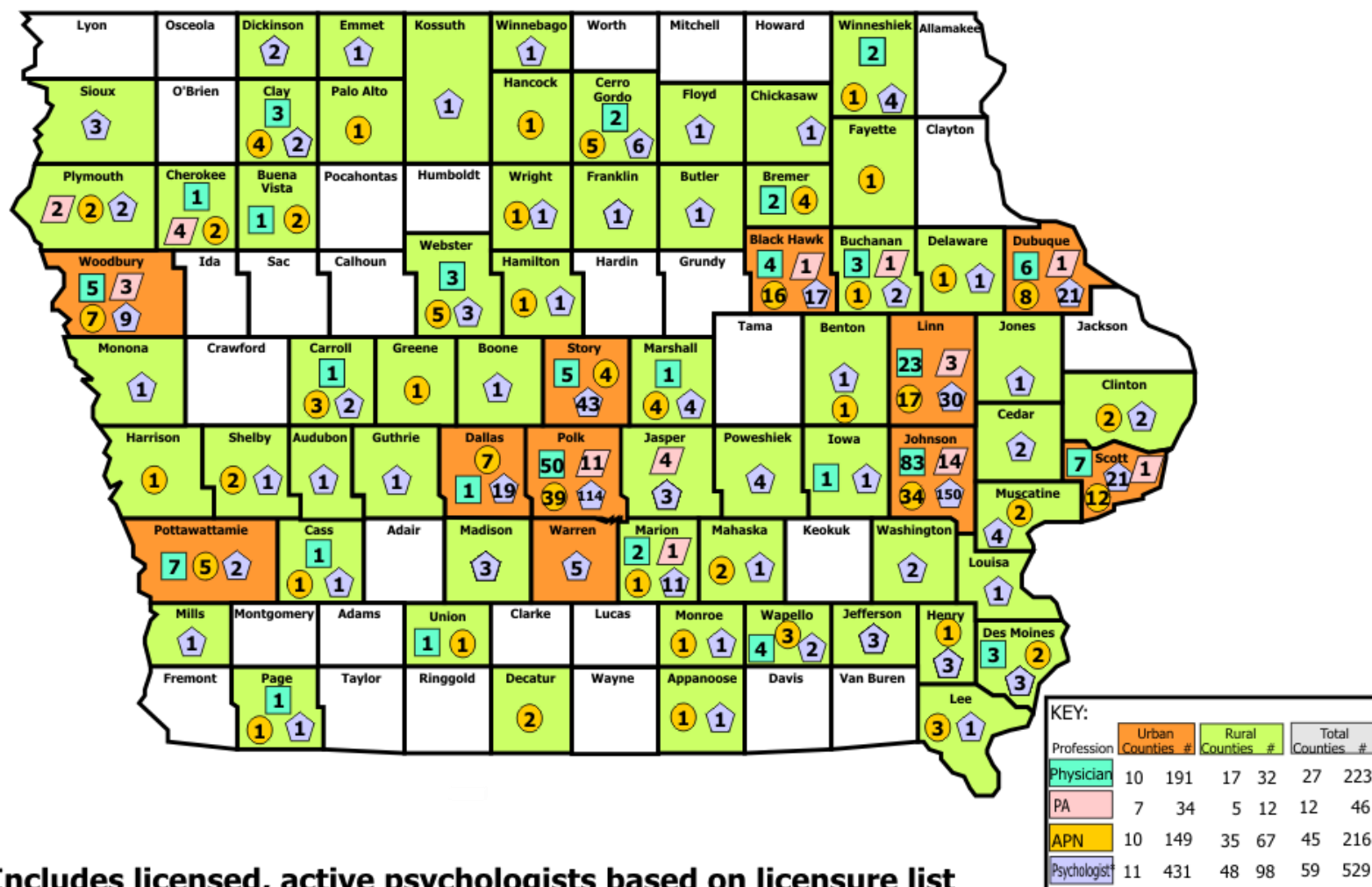
* Includes psychiatry sub-specialties & FM/Psych

GEOGRAPHIC DISTRIBUTION OF IOWA PAs Psychiatry (46)* 2019



*** Includes all psychiatry sub-specialties**

GEOGRAPHIC DISTRIBUTION OF IOWA MENTAL HEALTH PROFESSIONS 2019



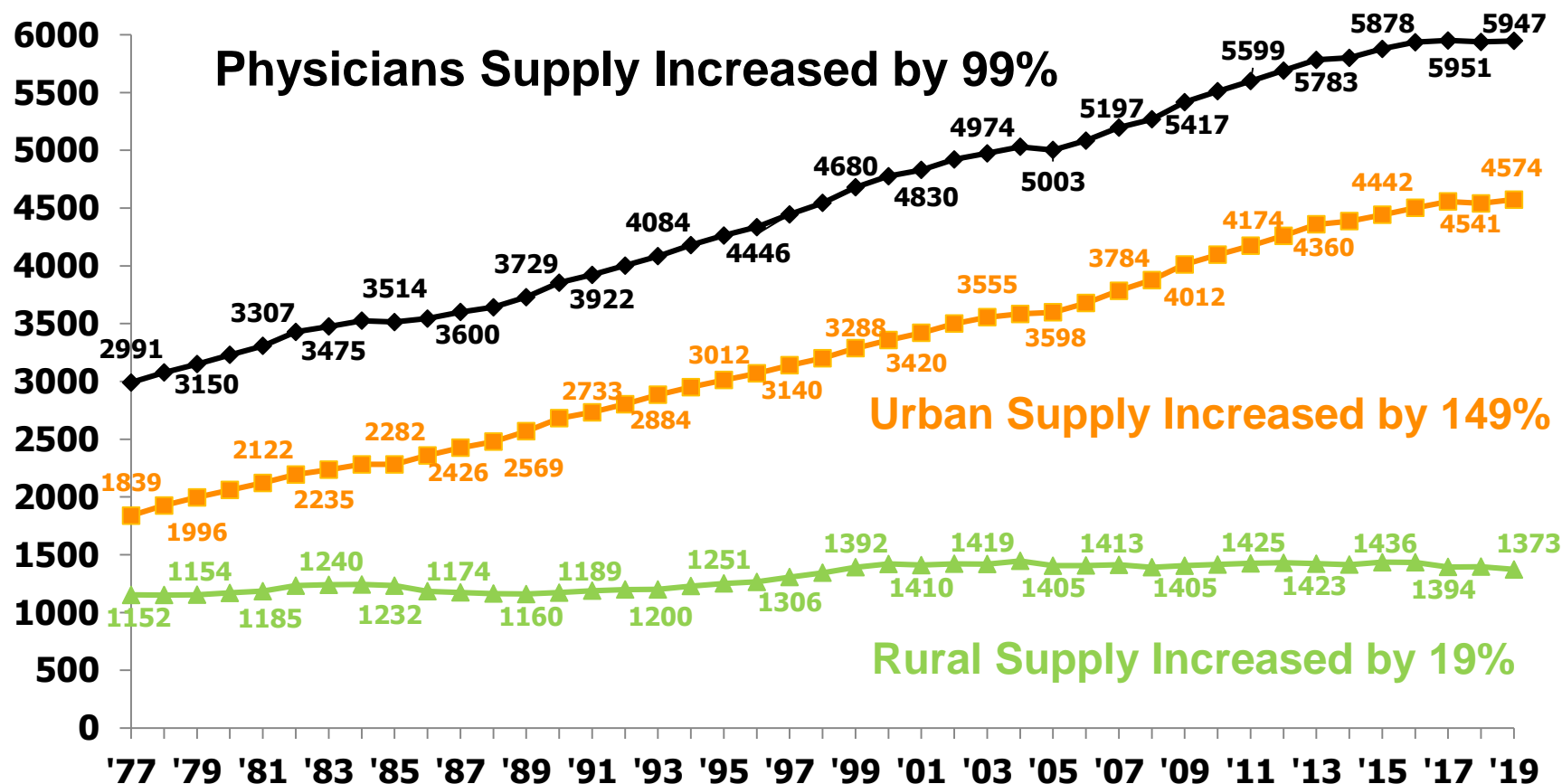
*** Includes licensed, active psychologists based on licensure list**

Rural/Urban Distribution By Specialty

Specialty	2019 Percent practicing in rural county	2019 Percent practicing in urban county
All Physicians	23%	77%
Emergency Medicine	32%	68%
Family Medicine	46%	54%
General Internal Medicine	19%	81%
General Pediatrics	18%	82%
General Surgery	40%	60%
Hospital Medicine (Activity)	18%	82%
Obstetrics & Gynecology	25%	75%
Orthopedic Surgery	23%	77%
Psychiatry	14%	86%
Child Psychiatry	9%	91%
Radiology	20%	80%
Urology	19%	81%
All Nurse Practitioners	31%	69%
All Physician Assistants	26%	74%

IOWA PHYSICIAN SUPPLY

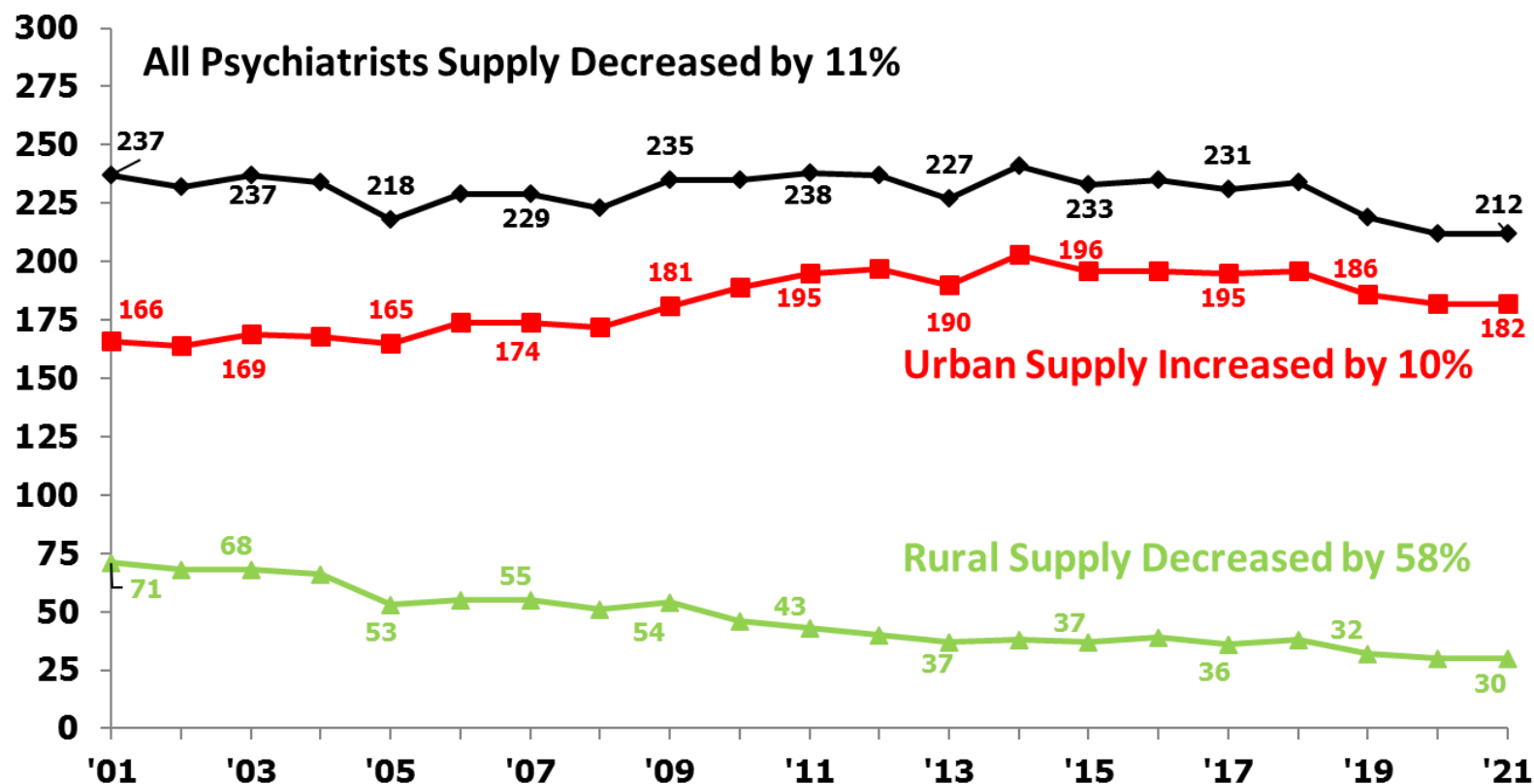
All Physicians vs. Rural and Urban



IOWA PHYSICIAN SUPPLY

Psychiatrists vs. Rural and Urban

2001-2021

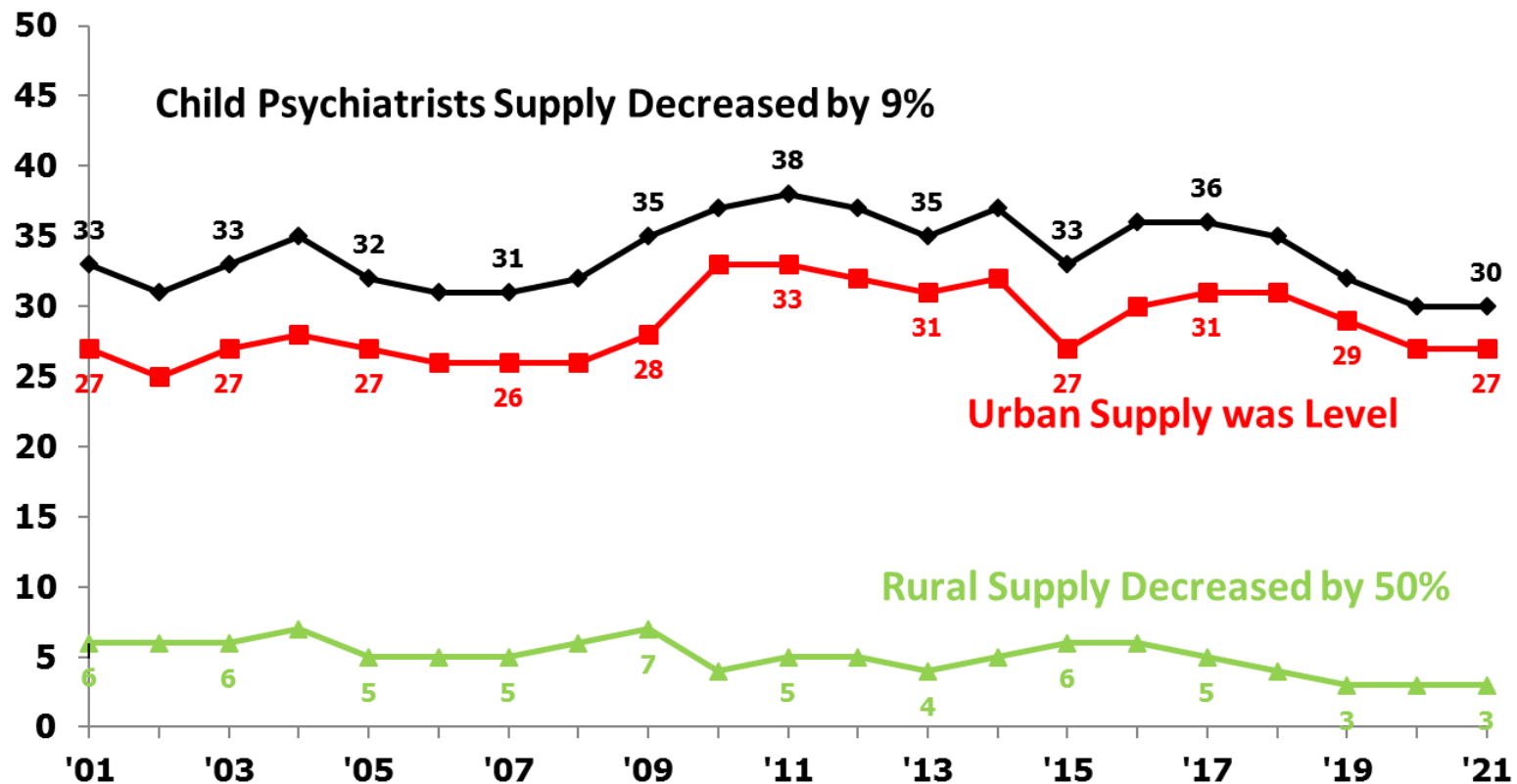


Psychiatrist supply consists of Psychiatry and Child & Adolescent Psychiatry

IOWA PHYSICIAN SUPPLY

Child Psychiatrists vs. Rural and Urban

2001-2021



Psychiatrist supply consists Child & Adolescent Psychiatry

Age Analysis of Mental Health Workforce in Iowa

IOWA HEALTH PROFESSIONS INVENTORY

Composition of Workforce - 2019

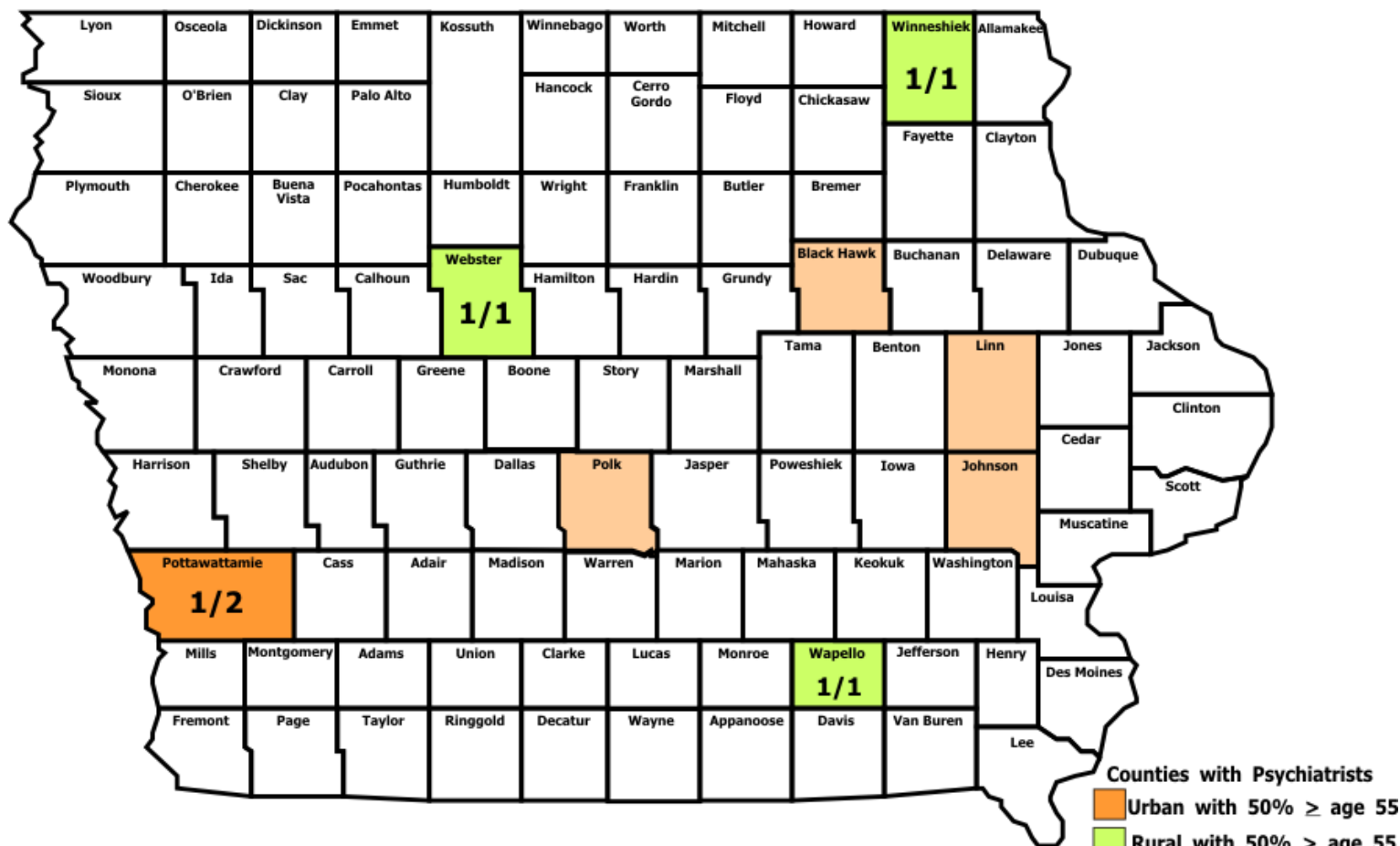
Retirement Summary

	<u>Retired</u>	<u>Percent of All Attrition</u>	<u>Average Age Retirement</u>	<u>All Attrition</u>	<u>Average Age All Attrition</u>
Physicians	128	39%	67	332	55
Psychiatrists	11	55%	69	20	60
Pharmacists	30	27%	65	111	51
Dentists	23	43%	65	53	59
Nurse Practitioners	40	23%	65	172	48
Physician Assistants	18	27%	65	68	46

Average Age of Rural/Urban Physicians

Specialty	Average Age of Rural Physicians	Average Age of Urban Physicians
All Physicians	51	49
Emergency Medicine	50	47
Family Medicine	49	49
General Internal Medicine	51	47
General Pediatrics	52	45
General Surgery	52	50
Hospital Medicine	45	41
Obstetricians & Gynecologists	52	47
Psychiatrists	54	53

DISTRIBUTION OF CHILD PSYCHIATRISTS* Counties $\geq 50\%$ of Child Psychiatrists ≥ 55 years old 2019



* Includes only Child & Adolescent Psychiatrists

** First number is number of psychiatrists in county ≥ 55 ; second number is total number of psychiatrists in county
 Shaded counties without numbers have at least one child psychiatrist, but do not meet the $\geq 50\% \geq 55$ years old

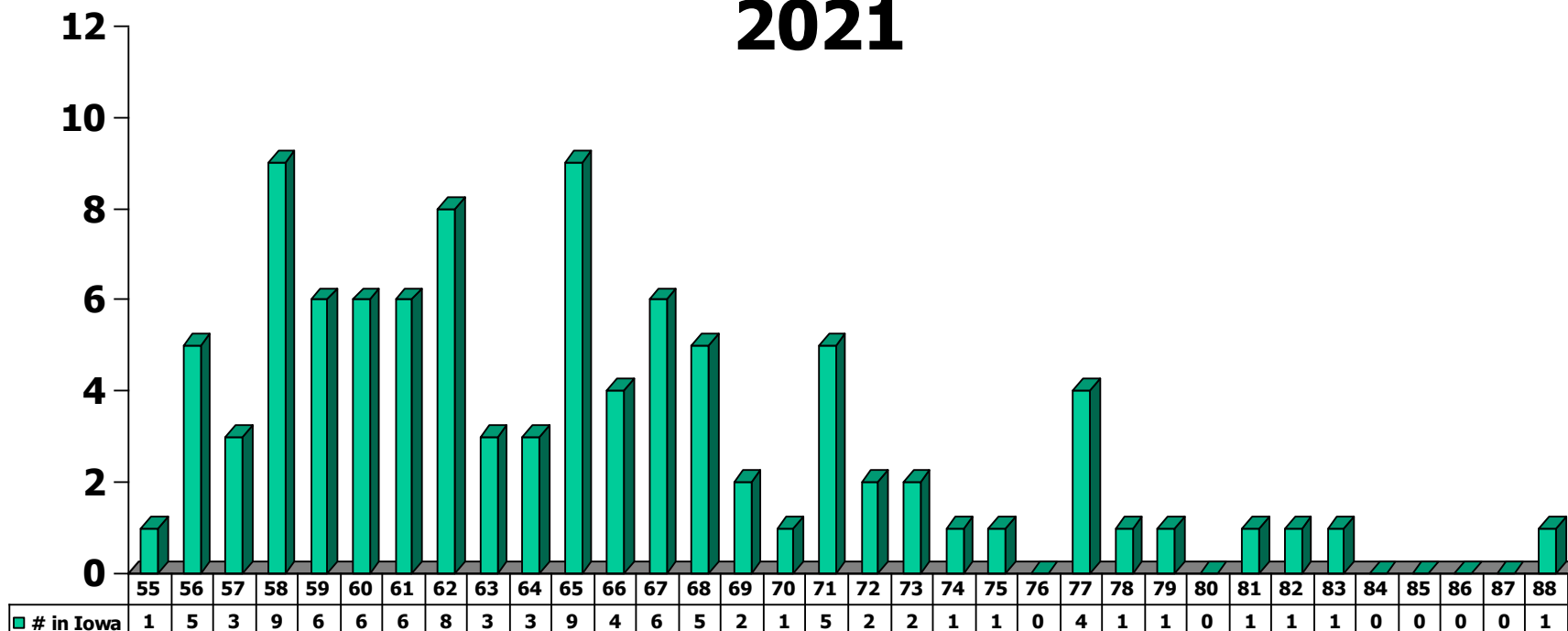
Source: Iowa Health Professions Tracking Center, Office of Statewide Clinical Education Programs, UI Carver College of Medicine, April 2021

K:\GRAPHICS\Maps00\PIS2019\IA Workforce Child Psych Phy 55+ 50% RU x.cdr

IOWA PSYCHIATRIST SUPPLY*

Detail of age ≥ 55

2021



Total number of family medicine psychiatrists 55 years of age and older = 98

***Includes Psychiatrists and Child & Adolescent Psychiatrists**

IOWA CHILD PSYCHIATRIST SUPPLY*

Detail of age 2021



***Includes Only Child & Adolescent Psychiatrists (32)**

IOWA HEALTH PROFESSIONS INVENTORY

Mental Health Professions

Age

2019

Physician

Assistants

Psychiatrists

APNs

Psychologists*

	<u>Psychiatrists</u>	<u>APNs</u>	<u>Physician Assistants</u>	<u>Psychologists*</u>
<40	39 17%	70 32%	20 44%	122 23%
40-49	58 26%	56 26%	7 15%	120 23%
50-59	57 26%	42 20%	12 26%	101 19%
≥ 60	69 31%	48 22%	7 15%	186 35%
Total	223	216	46	529

***Gender Analysis
for Mental Health Professionals
in Iowa
2019***

IOWA HEALTH PROFESSIONS INVENTORY

Mental Health Professions

Gender

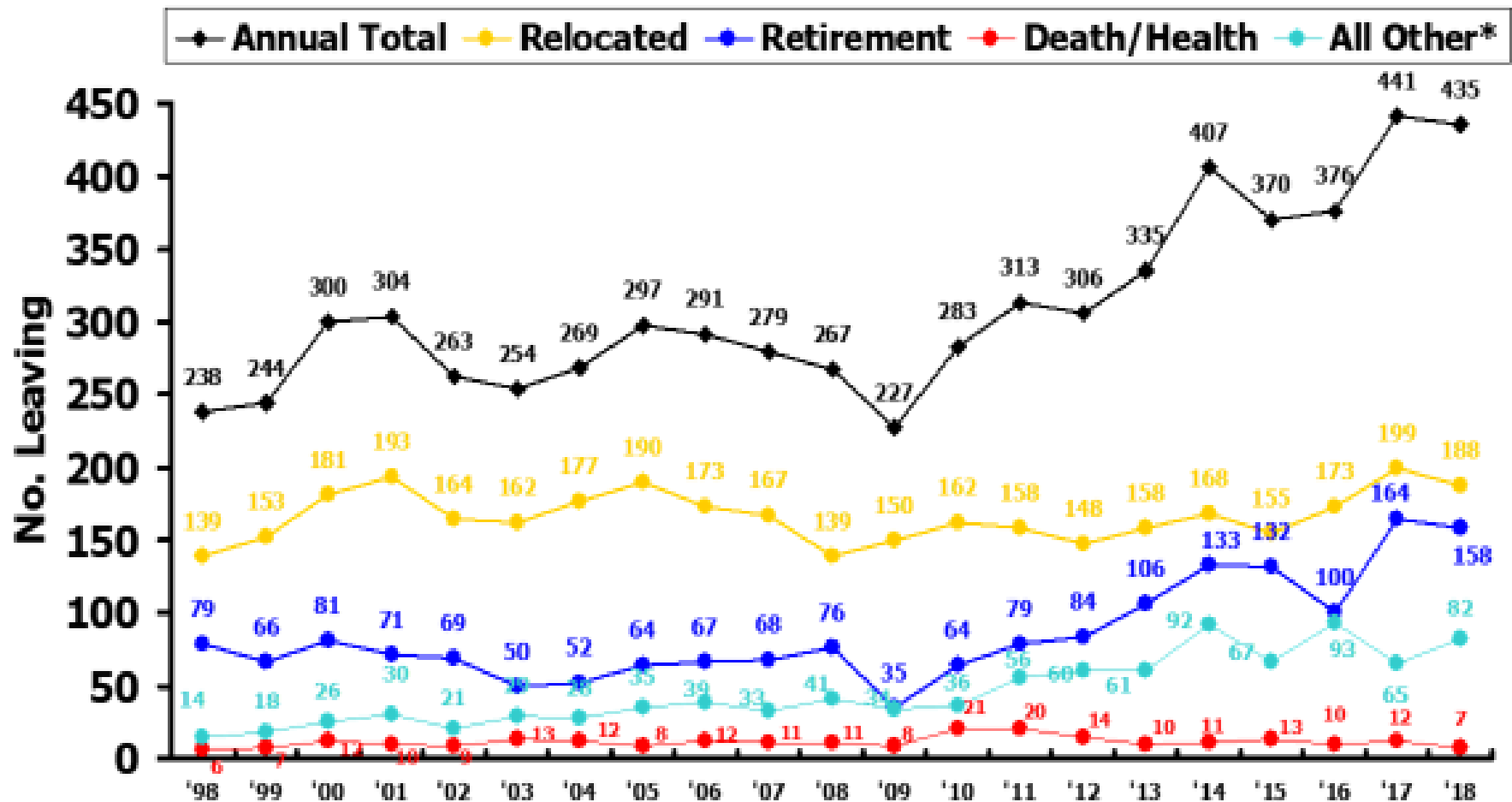
2019

	<u>Male</u>	<u>%</u>	<u>Female</u>	<u>%</u>	<u>Total</u>
Psychiatrists	138	62%	85	38%	223
APNs	24	11%	192	89%	216
Physician Assistants	8	17%	38	83%	46
Psychologists*	213	40%	316	60%	529

*** Psychologists data is derived from Board of Psychologist Licensure data**

Why Do Psychiatrists Leave Their Iowa Practice?

PHYSICIANS LEAVING IOWA PRACTICES 1998 – 2018 -All Specialties-



WHY DO PSYCHIATRISTS LEAVE/STOP PRACTICE IN IOWA? 2017 – 2018 STUDY (33 STOPPED PRACTICING)

- Retirement = 13
- Relocation = 10
- Unknown = 6
- Death = 1
- Further Training = 1
- Health Issues = 1
- Inactive = 1

DESCRIPTIONS OF THE PSYCHIATRY RELOCATORS

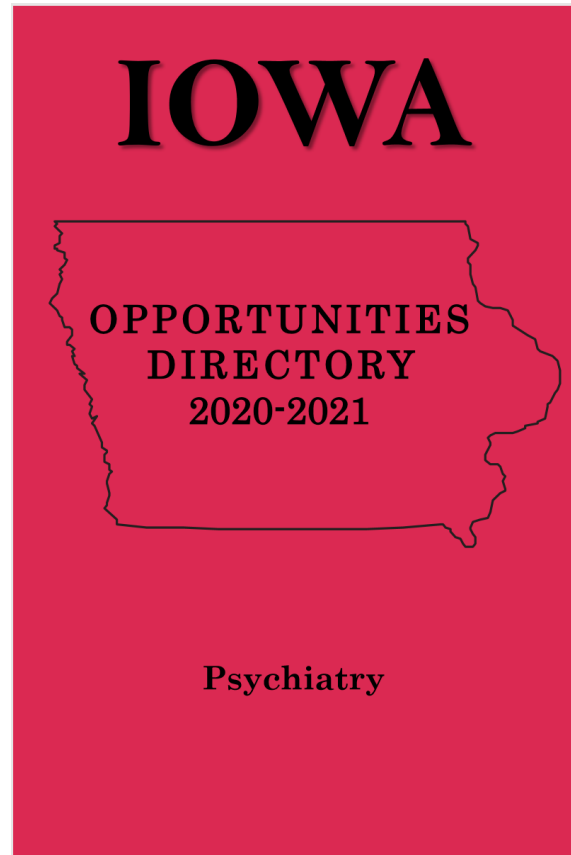
- Average age of relocation was 49
- 4 of the 10 left their Iowa practice less than five years from starting, 3 left after 5 – 9 years, the other 3 were in practice more than 9 years
- 5 left from Polk County, 3 from Johnson County and one each from Blackhawk and Dubuque counties

WHY DID PSYCHIATRISTS RELOCATE OUT OF IOWA?

- **Practice Factors** (heavy workload cited most frequently, followed by attitudes/values/relationships within the practice, call coverage & compensation)
- **Community Factors** (cultural and/or recreational activities, climate/weather)
- **Family Factors** (move closer to family, lack of integration into the community, spousal employment opportunities)



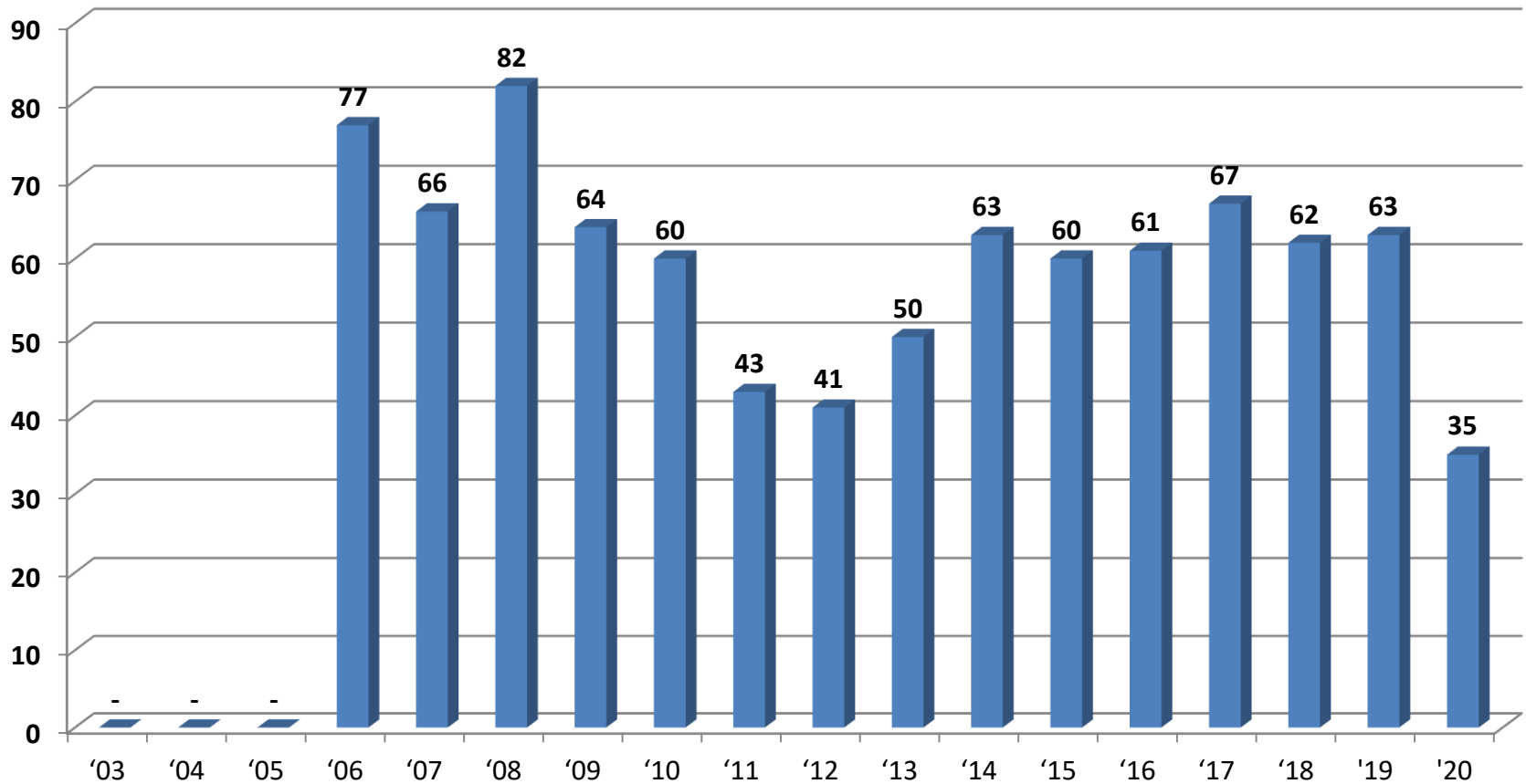
Iowa Opportunities Directory



<http://www.medicine.uiowa.edu/oscep/opportunities>


Psychiatry

2020 Medical Practice Opportunities*



Office of Statewide Clinical Education Programs: December 2020

K:\Graphics\powerpoint\PW\Practice Opportunities\2020\2020 all practice opportunities final



***Community Based
Medical Education
" Good News!"***

IOWA PSYCHIATRISTS

Medical Education Summary

2021

	<u>No.</u>	<u>% of Total</u>	<u>No.</u>	<u>% of Total</u>
UI Medical Experience			103	48%
– Medical School (only)	14			
– Medical School/Residency	30			
– Medical School, Residency and Fellowship	9			
– Medical School & Fellowship Residency (only)	0			
– Residency/Fellowship	10			
– Fellowship (only)	4			
– Medical School/Cherokee Res	1			
–	103	48%		
DMU Grads			24	11%
Medical School (only)	16			
Medical School/UI Residency	7			
Medical School/Cherokee Res	1			
	24	11%		
No UI Med. Ed. Exp.			89	41%
Medical School (only)	87			
Medical School/Cherokee Res	2			
	89	41%		
Total			216	100%

THREE PSYCHIATRY TRAINING PROGRAMS ***(Psychiatry is a four-year residency program)***

University of Iowa:

- University of Iowa Hospitals and Clinic. Has had a psychiatry residency program for over 60 years.

Accept and graduate 9 per year or 36 total. UIHC increased from 7 to 9 last year. It will take 3 more years for those extra two residents to be realized.

80 plus faculty members to educate and support the program. There are also FM/Psych and IM/Psych residencies that take longer. Each are 2/2/2/2/2

Plus, Fellowships include Child & Adolescent, Addiction Medicine, Consult-Liaison Psychiatry, etc.

BROADLAWNS/UNITYPOINT HEALTH –DES MOINES

- Broadlawns/UnityPoint Health Des Moines started a psychiatry residency program in July 2018
- The Broadlawns/UPH Psychiatry Residency is a 4/4/4/4 program
- Their first graduating class will be in June 2022

MERCYONE DES MOINES MEDICAL CENTER

- MercyOne Des Moines also started a psychiatry residency program in July 2018
- MercyOne Des Moines is also a 4/4/4/4 program
- MercyOne Des Moines will graduate their first four residents in June 2022

MERCYONE NORTH IOWA MEDICAL CENTER (Mason City)

- MercyOne North Iowa will be starting a psychiatry residency program in July 2022 (that is the plan right now)
- They will have a 3/3/3/3 program
- They will graduate their first three residents in 2026 and this will be a highly rural program, so it is a great thing for rural Iowa, particularly the northern tier of counties.

The Great News!!!

- Overall, in Iowa, we will soon be going from 7 per year to 20 per year in General Psychiatry.
- Including the combined programs, we move from a total of 11 to 24.
- This will make a significant difference **if** we can keep them in Iowa to practice.

Retention Rate from Residency Training 2010 - 2020

<u>Residency Programs</u>	<u>Total Entering Practice</u>	<u>Entering Iowa Practices</u>	<u>Entering Non Iowa Practices</u>	<u>% Entering Iowa Practices</u>
Psychiatry (UIHC only program with graduates currently)	82	49	33	60%

What can we do to increase the number of mental health care professionals, particularly in rural Iowa?

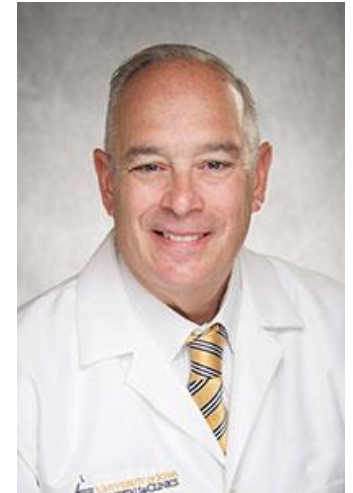
- Need multiple approaches to expanding the mental health workforce in Iowa, not just one solution.
- Use the widely distributed FM physicians in Iowa with a collaborative care model and educational support to those residency programs.
- Maximize the use of all mental health professionals
- Telehealth can be a game changer for some situations.
- Support the psychiatry residency programs financially
- Financial incentives for psychiatrists to locate in more rural areas and to be supported by connections so they do not feel isolated.

Known Endangered Species in 2021



What we want to avoid is...

Mental Health Professionals, the Next Endangered Species?



**We have reasons
to be optimistic this won't
happen.**

Thank you!



HAPPY SPRING!!!